

COMMONWEALTH COMMUNIQUE

JUNE 2004

A PUBLICATION FOR STATE EMPLOYEES

VOLUME 2, ISSUE 3

FROM THE COMMISSIONER

COMMUNIQUE: YOUR PUBLICATION

By Bob Ramsey Sr.
Personnel Commissioner

The strength of the team is each individual member.

The strength of each member is the team.

— Coach Phil Jackson, L.A. Lakers

The weekend after Earth Day, Governor Ernie Fletcher and his wife Glenna, along with members of the Governor's cabinet and staff, went on a three-mile hike through the Daniel Boone National Forest. I was among those who accompanied the Governor for this hike and the overnight camping that followed.

While the trip was planned as a way to cap off a week of Earth Day events in state government, it would

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PHOTO SUBMITTED

Governor and Mrs. Ernie Fletcher participate in the trophy presentation ceremony at the 2004 Kentucky Derby.

A MESSAGE FROM GOVERNOR FLETCHER

Dear State Employees:

Welcome to the June edition of the *Commonwealth Communique*. As Governor of Kentucky, I am pleased to have the opportunity to use this newsletter as a unique channel of communication; a channel which reaches each and every state employee in all areas of our great Commonwealth. I hope all state employees will also use this newsletter as a unique channel of communication as well – one which will keep you in touch with your co-workers across the state. The Department of Personnel welcomes any comments, suggestions, or ideas you may have about this publication.

The excitement of the spring and summer months in Kentucky is definitely in the air! Just as spring represents rebirth and renewal, I want to assure you that this new administration is striving to bring real change and new growth in Frankfort and across the state. In order to accomplish all of the goals I have set, I need your help and support.

If you have any suggestions that may enhance your Cabinet or agency or allow it to run more efficiently, I urge you to notify either your Cabinet

Inside:
Governor
Fletcher
reflects on his
first six
months in
office. **Page 6**

Secretary or me as we strive to provide Kentuckians with the greatest amount of value for each tax dollar. Or, if you prefer, you can submit your suggestions through the Department of Personnel's Employee Suggestion

Program.

As state employees, you serve as the backbone of our Commonwealth's government. You are the faces folks see most; you are the workers protecting our environment, building our roads, and working for the good of Kentucky.

One of my most recent endeavors as Governor was to present the trophy to the Kentucky Derby 2004 winner. To present that award to the owners of that unforgettable colt Smarty Jones was an experience I will never forget. I am confident my time in the Governor's Office will be marked by many exciting, monumental occasions I hope to share with all of you.

Sincerely,

A handwritten signature in blue ink that reads "Ernie Fletcher".

Governor Ernie Fletcher

Commonwealth Communiqué

Volume 2, Issue 3 June 2004

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If you are unable to access the Communiqué online, please let us know, and we will make a printed copy available to you.

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COMMONWEALTH
COMMUNIQUE

Have a suggestion for the *Communiqué*?

Got an idea for an article you would like to see?

Do you need a printed copy of this newsletter?

Let us know!

Contact Margaret Harney at (502) 564-3433
MargretA.Harney@ky.gov

PERSONNEL NEWS

FIRST PERSONNEL ORIENTATION OF NEW ADMINISTRATION A SUCCESS

State employees who deal with personnel issues as a regular part of their jobs got the opportunity to ask questions of employees in the Department of Personnel first-hand in May when the department hosted the first personnel orientation of the Fletcher Administration.

Personnel Commissioner Bob Ramsey Sr. welcomed those attending, telling them that their feedback on issues and concerns is an important part of making sure the concerns of employees are addressed by the Department of Personnel.

"We need feedback from you all," Commissioner Ramsey told the group. "You are our customer, and you have a better idea of what the issues and concerns are in your area. I would like to task each and every one of you all to provide us feedback on these things."

The Department of Personnel developed the orientation session to provide an overview of the state personnel system and related processes and procedures. Participants heard presentations from the various areas of the department, including the Office of Public Employee Health Insurance, Employee Relations, Life Insurance and Workers' Compensation.

Due to the overwhelming interest in this session, future orientation sessions will be scheduled as well. In addition, more detailed training on various areas of personnel will also be made available.

"It is important that we provide personnel administrators across the state with the resources they need to not only do their job effectively,



COMMISSIONER BOB RAMSEY SR.



PERSONNEL'S CARL FELIX

but to provide the best service to our customers, the employees of the Commonwealth of Kentucky," Commissioner Ramsey said.

"Sessions such as these will allow us to not only do that, but to also open up the avenue of communication between those communicators and the staff in the Department of Personnel. We look forward to many more successful sessions just like this one."

The next personnel orientation session is scheduled for July 16. For more information, call Terry Sullivan at (502) 573-0318.



PHOTO CONTRIBUTED BY MATT GOINS

Governor and Mrs. Ernie Fletcher, along with their dog Abby, hiked at Natural Bridge for an Earth Day celebration with members of the Governor's Executive Cabinet and others who joined the festivities.

From RAMSEY, Page 1

up as much more than that. The trip proved to be a lesson in unity and teamwork as well.

Unity and teamwork is something we, as state employees, should strive for. No matter where you work – whether in Frankfort or one of the most remote areas of the state – as a state employee, you are part of a team.

Just as Phil Jackson said, the strength of the team is each individual member. Not just some of the members, but each and every one. Whether you're a cabinet secretary, a mine inspector, an executive secretary, a prison guard, a road worker, or any other state employee, you're part of the team.

As part of this team, we all work toward a common goal – serving the people of the Commonwealth. Let's all remember that the strength of this team is in each individual member – and that means that you are an important part of this team.

The *Commonwealth Communiqué* is undergoing some changes, beginning with this edition. Our goal is to make this newsletter – YOUR employee newsletter – a resource for you and about you, the state government employee.

Among the changes you'll see

“Unity and teamwork is something we, as state employees, should strive for. No matter where you work – whether in Frankfort or one of the most remote areas of the state – as a state employee, you are part of a team.”

will be a letter from Governor Fletcher in each issue, profiles of different state employees beginning with the new members of the Governor's Executive Cabinet, and a more reader-friendly format.

In addition, we are launching a contest to rename the newsletter in order to give it a fresh new start.

This newsletter is your newsletter, and because of that, we would like to hear from you. If there is something you would like to see included in the newsletter, or if you simply have an idea on making this publication even better, please let us know. We're always willing to hear from employees about how we can improve this publication.

The strength of the team is in the members. And with your help, as we move forward in this new administration, we can make this team the best one yet.

NEW FEATURE

Q&A: PERSONNEL COMMISSIONER BOB RAMSEY SR.

The recent change in leadership in the Governor's Office brings with it a number of changes across state government. Governor Ernie Fletcher has reorganized his cabinet structure, and with that, brought in new leaders in many areas of state government to fulfill his mission of making Kentucky an exceptional place to live, work and visit.

Beginning this month, the Communiqué will feature a question-and-answer article highlighting a new member of Governor Fletcher's administration. Through these articles, employees across the state will have the opportunity to know the members of Governor Fletcher's team a little better.

This month's feature is on Bob Ramsey Sr., Commissioner for the Department of Personnel.

Bob Ramsey Sr. brings an extensive background not only from the military, but from public- and private-sector management and oversight to his position as Commissioner for the Department of Personnel.

Ramsey received a bachelor's degree from Florida A&M in 1971, and a master's from Webster University in 1986 before enrolling in the United States Air Force Command and Staff College.

Before his retirement from the Air Force in 1994, Ramsey served as a Deputy Base Commander and the Chief of Facility Construction and Community Support. He retired with the rank of Lieutenant Colonel.

Following his military career, Ramsey served as Executive

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NEWS BRIEFS



GET ENTRIES IN NOW FOR THE 100TH STATE FAIR

What do flowers, foods, fish tanks and fine arts all have in common?

Each represent opportunities for you to get involved at this year's 100th Kentucky State Fair, August 19-29. The 2004 entry deadline is July 1, and all competitions are open to the public, so make plans now to be part of this year's celebration.

With 29 competitive entry departments and thousands of categories, there is a place for nearly every talent to be showcased.

Most categories are open competitions and contestants are eligible to win ribbons, trophies and a share of \$246,000 in total cash awards.

Anyone interested in participating can find entry forms, rules and guidelines in the 2004 KSF Entry Catalog, available online at www.kystatefair.org.



PHOTO SUBMITTED

KSP ANNOUNCES TROOPER OF THE YEAR HONORS

Lieutenant Governor and Justice Cabinet Secretary Stephen B. Pence joined Kentucky State Police Commissioner Mark L. Miller in naming Dawson Springs resident Bob Winters "Trooper of the Year."

Thirty-four other troopers and eight private citizens were also recog-

nized for acts of meritorious service and achievement, valor, bravery, life-saving acts, professionalism and dedication to duty.

Five troopers received the Citation for Meritorious Service with "V" Device for Valor for distinguishing themselves by an act of courage performed under more than ordinary circumstances: Trooper Mark Thomas, Dry Ridge Post; Trooper Brandon Hammers, Aircraft Branch; Trooper Steve Long, Richmond Post; Lt. William Sullivan, Intelligence Branch; Capt. James Vanhook, Richmond Post.

Trooper's Medals, awarded to officers who perform life-saving acts under extraordinary circumstances, were presented to: Trooper Keith Ferriell, Frankfort Post; Trooper Mark Applin, Henderson Post; Trooper Ray Burnam, Mayfield Post; Detective Crandall Hurt, East Drug Enforcement Branch.

Six troopers received Citations for Bravery, an honor bestowed on officers of the agency who perform acts of bravery, without regard for personal risk, of clear and obvious peril and clearly above and beyond the call or risk of ordinary duty: Trooper Joel Woods, Columbia Post; Trooper Virgil Bryan Judd, Richmond Post; Trooper Barry Blair, Special Response Team; Trooper Anthony Fannin, Special Response Team; Trooper Chad Carroll, Special Response Team; Sgt. Bobby Day, Special Response Team.

TINGLE NAMED YOUNG ENGINEER OF THE YEAR

Jo Anne Tingle, an engineer with the Kentucky Transportation Cabinet (KYTC) was presented the "2003 Joseph M. Thomas Young Member Award" from the Southern District Institute of Transportation Engineers on April 20th in Covington. Mrs. Tingle was recognized for her outstanding service to the transportation engineering profession. This award has been given since 1993, and Tingle is only the second woman to receive the honor.

Tingle works in the Department of

Highways in Frankfort's central office, where she manages the scholarship program for civil engineering students at four Kentucky universities and the



Jo Anne Tingle

Cabinet's Engineer-in-Training Rotation Program for recent graduates.

The Joseph M. Thomas Young Member Award is presented annually to a member of the Southern District,

who is under the age of 35 and who, by his or her example and personal efforts, has inspired younger members to greater service. The namesake for the award, Joseph M. Thomas, is an engineer in Georgia. Among his many accomplishments in the engineering field, Thomas pioneered the development of a new traffic control system that came to be known as the closed loop system and which is now used throughout the United States.



Adopt-A-Highway

MAKE IT YOURS

SUMMER SCRUB SET FOR JUNE 20-26

Every spring, summer and fall, the Adopt-A-Highway program has annual cleanups. Volunteers from across the state show a unified support for a cleaner Kentucky. Group members volunteer to pick up litter and debris on their adopted roadway, making it theirs!

RAISING AWARENESS



PHOTO SUBMITTED

Lieutenant Governor Steve Pence arrives at the Capitol steps after riding a 2004 Harley from Louisville to Frankfort for Motorcycle Awareness Month.

LIEUTENANT GOVERNOR PENCE OBSERVES MOTORCYCLE AWARENESS MONTH

Lieutenant Governor Steve Pence joined members of the Kentucky Motorcycle Association (KMA) and other Kentucky motorcyclists May 22 to observe Motorcycle Awareness Month. Lieutenant Governor Pence rode a 2004 Harley Davidson motorcycle from Louisville to Frankfort, where he delivered remarks to an enthusiastic crowd of cyclists from across the Commonwealth. The rally, which took place on the Capitol steps, attracted hundreds of Kentucky motorcyclists.

"Highway safety in Kentucky remains a top priority for the Fletcher-Pence administration," said Lieutenant Governor Pence. "Consequently, Kentucky motorists must be vigilant in their efforts of sharing the highways with motorcyclists. A reckless compromise of this task jeopardizes the lives of innocent Kentuckians."

Approximately 160,000

licensed motorcyclists ride on Kentucky's highways each year and the trend continues to grow. Governor Fletcher and previous administrations have proclaimed the month of May as Motorcycle Awareness Month. This safety campaign encourages other Kentucky motor vehicle operators to share the highways with motorcyclists and is designed to help reduce motorcycle-related fatalities in the Bluegrass. In addition, the campaign promotes the safe operation of a motorcycle, increased rider training, improved licensing efforts, and motorist awareness.

"We are glad that Lieutenant Governor Pence is participating in this valiant effort to bring motorcycle awareness to the forefront," said KMA Director Jay Huber. "This awareness campaign informs the general public to respect and share Kentucky's highways with motorcyclists."

BENEFIT MOTORCYCLE RAFFLE TO BENEFIT TROOPER ISLAND

For just \$10, you can help disadvantaged children in Kentucky enjoy a new experience that might help change their lives for the better. In return, you just might win a 2004 Harley-Davidson Road King motorcycle.

The Kentucky State Police is raffling off a 2004 Harley-Davidson FLHR/FLHRI Road King® motorcycle to help support their Trooper Island summer camp for disadvantaged children.

The Kentucky State Police established Trooper Island in 1965 at Dale Hollow Lake near the Cumberland County and Clinton County line as part of a long-range program of public service to the youth of Kentucky. It's a place where the tensions and turmoil of everyday life can be forgotten and for one week, young people can be given a touch of hope and a desire for a better tomorrow.

The free summer camp hosts disadvantaged boys and girls 10 to 12 years of age. Each year, troopers select about 800 campers from across Kentucky to participate in athletics, citizenship, canoeing, water safety, archery, crafts, fishing, swimming, environmental awareness and other camp activities.

Drawing for the winning ticket will take place at 4 p.m. on Sun., August 29, 2004 at the Kentucky State Fair in Louisville. A maximum of 15,000 tickets will be sold.

Tickets are \$10 each and can be obtained by contacting any Kentucky State Trooper or stopping by any Kentucky State Police post.

This raffle is being conducted via Charitable Gaming License #0000633.

My First Six Months in Office

By Governor Ernie Fletcher

Nearly six months following inauguration, it is important to reflect on the changes that are making Kentucky a better place to live, work, and raise a family. I was elected governor with a mandate to change the culture of state government, create jobs and economic prosperity, and restore hope to this great Commonwealth. We are making excellent progress on those goals by first working to clean up the mess created by 32 years of ineffective leadership. While we would like to accomplish this quickly, the fact is that real change takes time if it is to be lasting.

Our first task was to streamline state government. I condensed fourteen state cabinets to eight, saving about \$500,000 in cabinet secretary salaries, and appointed the most qualified group of cabinet secretaries ever assembled in Kentucky.

Less than one month after inauguration, our administration solved the \$302 million fiscal year 2004 budget deficit by bringing spending under control and instituting efficiencies in every cabinet. I presented a tight, balanced, responsible budget; and a tax modernization plan that would create 7,000 new jobs, remove 330,000 low-income Kentuckians from the tax rolls and lower taxes for 98% of Kentuckians. My plan overhauls Kentucky's antiquated, loophole-ridden corporate tax system making Kentucky more attractive for businesses and jobs.

Unfortunately, the Democratic leaders of the Kentucky House of Representatives chose not to work in a bipartisan, bicameral way, and neither a responsible state budget nor the JOBS for Kentucky tax plan received a vote. House Democrat

leadership failed every Kentuckian by leaving Frankfort without performing their constitutional mandate to pass a state budget.

We are working hard to root out waste, fraud, abuse and inefficiency. I abolished the former Kentucky Racing Commission, which was plagued with questionable business practices, and formed the Kentucky Horse Racing Authority. The Authority has a new mission to regulate racing, promote our signature industry and grow our economy.

Gone are the days when state employees could use a Procurement card or "credit card" for purchases without accountability. More than 1,300 cards have been revoked and spending limits on remaining cards have been reduced by \$16 million. A full investigation of this program is now underway.

Prior to this administration, there was little or no management over the 535 vehicles owned and 68 vehicles leased by the Parks Department. We discovered 71 completely inoperable vehicles, some without engines or doors, yet the state was still wasting taxpayer dollars to insure them - those insurance policies have been cancelled. We are moving aggressively to streamline fleet management and ensure that the remaining state-owned vehicles are needed and used efficiently.

Our administration announced a criminal investigation into the alleged embezzlement of tens of thousands of dollars in state funds by a former employee of the Environmental and Public Protection Cabinet. An investigation is underway after the discov-



**GOVERNOR
FLETCHER**

ery of nearly \$500,000 in un-cashed checks and credit card orders stashed away in the desk of an employee in the Justice and Public Safety Cabinet. Across state government, we've limited access to the Internet to help prevent time from being wasted on pornography and other inappropriate activity on computers. We are insisting on workplace

standards like dressing neatly and appropriately, tucking in shirttails and keeping hair trimmed so that employees are a positive reflection of Kentucky.

Efficiency and effectiveness were not hallmarks of state government during the past 32 years, but through the newly-created Governor's Office of Efficiency, significant cost savings and new policies; they will be the standard. We will continue to work to ensure taxpayer dollars are not squandered.

We are leading the nation in our effort to create a unified approach to branding. Historically, hundreds of logos were used to identify our state with no coordination of the message sent to prospective businesses, potential tourists, or families considering relocation. Now Kentucky will have a "one vision, one message, one brand" collaborative approach to strengthen and grow tourism and economic development and save over \$2.5 million.

Although much has been done, much work remains. Our administration is working diligently to make Kentucky the kind of place where dreams come true, where opportunity is available and where economic prosperity is abundant. Thank you for the privilege of serving as your Governor.



PROBLEMS AT WORK?

**You may benefit from
mediation if you have:**

- a personality conflict with a co-worker
- a problem with your supervisor
- felt discriminated against

For more information:

**Visit [http://
personnel.ky.gov/
kemp.htm](http://personnel.ky.gov/kemp.htm)**



HAVE AN IDEA?

Would your idea:

- save state government money?
- reduce the time or resources needed to accomplish a necessary task?
- make state government work more efficiently?

Your good ideas may pay!

**Submit your idea to your Kentucky
Employee Suggestion System
Coordinator. If implemented, your
idea may mean a cash award in
your pocket.**

For more information:

**Visit [http://govnet.ky.gov/
personnel/essinfo.htm](http://govnet.ky.gov/personnel/essinfo.htm)**

BRANDING THE STATE

FIRM NAMED TO CREATE UNIFIED STATE GOVERNMENT IMAGE

A public relations, advertising and marketing agency has been selected to create a statewide image campaign, or "brand," for state government. The Louisville-based agency, New West, will develop a comprehensive marketing and advertising plan for all state cabinets and the Kentucky Department of Agriculture, Governor Ernie Fletcher announced on May 3.

The two-year contract with New West will take effect on July 1.

"We want to have one state, one vision and one brand," Governor Fletcher said. "For too long, state government has been operating 'in silos,' with cabinets and agencies all pursuing separate agendas and delivering different messages. We will now deliver one common message. Our goal is to harness the pride and the passion Kentuckians have for our state, and showcase that pride to the rest of the world, so more businesses will want to locate here, more visitors will want to vacation here, more people will want to live here and more business will be conducted here."

Kentucky will save at least \$3.5 million with the new contract on an apples-to-apples comparison. The state has negotiated lower fees, no media commission, one hourly rate of \$95, and 25 percent additional in value-added services in either cash generated by the agency with approved corporate sponsor fees or money saved in efficiencies on media placed.

Previously, individual budgets weren't large enough to negotiate lower commissions and fees or to leverage the state's buying power to secure better media rates. With the new contract, each agency will gain the standard 15 percent commission on advertising media buys as well as hourly creative and public relations fees of up to \$155.

The selection of New West comes after a comprehensive process during which state officials issued a request for proposals, reviewed qualifi-

cations from 18 applicant firms and received oral presentations from seven of those firms. The final decision was based on scoring from judges in each cabinet in accordance with the RFP. Commerce Secretary Jim Host and Secretary of Finance Robbie Rudolph then negotiated the final contract with the firm the judges scored best.

"Our intent in this process was to find an agency that could showcase Kentucky's unique qualities, and give the state 'more bang for its buck,'" said Host. "By combining our efforts, we communicate with one theme, we create synergies among cabinets and we get better advertising rates and more options than would otherwise be available."

The final contract will now go to the LRC's state Government Committee for review and approval. Kentucky is the first state ever to employ a unified, one-brand campaign.

"From the beginning, we have said that this administration was going to bring fresh ideas to Frankfort to operate more efficiently," Governor Fletcher said. "This one-brand campaign is precisely that."

"We are excited to have the opportunity to show the rest of the world that Kentucky is the ideal place to live, work and vacation," added Becky Simpson, CEO of New West. "Having a single 'brand' for Kentucky makes a lot of sense. Branding leads to an efficient use of time and tax dollars. It also allows leadership to track meaningful outcomes, like attitude changes among prospective businesses and visitors."

Founded in Louisville in 1971 as the Wenz-Neely Public Relations firm, New West is a full service marketing communications company and Kentucky's largest public relations firm. New West will use the services of Fitzgerald & CO of Atlanta to assist with branding and national media buying.

ETHICS

EMPLOYEE CONTRACTS OR AGREEMENTS WITH THE COMMONWEALTH

An employee, spouse, or business of which an employee or spouse owns at least five percent (5%) must not knowingly have any contract or agreement with the state agency for which the employee works. This includes contracts that are awarded through a competitive bid process and also grants that are awarded by state agencies. This provision does not apply to agreements made pursuant to eminent domain, those involving funds disbursed through entitlement funds, or purchases from a state agency that are available on the same terms to the general public or that are made at public auction.

In addition, all contracts and agreements between an employee and any other state agency must comply with the Model Procurement code in KRS 45A.340.

Examples: You are employed by the Cabinet for Health and Family Services ("CHF"). In addition, you own a computer repair service and wish to provide services to a local CHF office, other than the local office for which you work. You are prohibited from providing services to the local state office because it is a part of the same state agency for which you work.

Your spouse owns and operates a catering business and wishes to cater a Christmas party for a state agency for which you do not work. Your spouse is not prohibited from providing the catering services, provided he or she complies with the Model Procurement Code.

To help educate the employees of your agency on provisions contained in the code of ethics, the staff of the Executive Branch Ethics Commission will provide up to a 3-hour class for your agency at no charge. This class can be tailored to your specific agency, and includes many "hands-on" activities. To schedule a class for your agency, contact Jo Ledford at (502) 564-7954.

KENTUCKY EMPLOYEE ASSISTANCE

KEAP INFORMED: THE CHALLENGES OF ELDERCARE RESPONSIBILITIES

By Trina Jennings

The goal of the Kentucky Employee Assistance Program is to help employees remain productive and happy at work. The issue of eldercare is one work/life concern that is becoming increasingly challenging for many. Of the 22 million Americans who care for aging family members, the majority hold full or part-time jobs (source: AARP).

Managing the care of elderly relatives while trying to manage work and family responsibilities can require enormous amounts of energy and resources. Developing a caregiving plan may minimize the stress.

Below are some issues to consider while developing your plan:

*** Try to involve as many family members as possible.** Too often one family member takes on the full responsibility of caregiving. By allowing others to have roles, a primary caregiver will be less prone to burnout. There are many ways to include other relatives, even those that are out of town. For example, out-of-town family members might schedule a holiday visit while the primary caregiver plans a holiday vacation. No one person has to be in charge all the time. Even people

who can only help occasionally should be utilized.

*** As a family, get information on available community resources.** Many communities have meals-on-wheels, home health agencies or day programs. If you are having difficulty coordinating these, some areas have independent patient care specialists or eldercare companies who provide private pay services.

*** Get support. It is vital to recognize that the needs of the caregiver are as important as the needs of the elder.** Often caregivers feel guilty when taking care of their own needs. Remember you are a better caregiver when you care for yourself. Getting support from other family members or an organized support group can be essential to keeping your own life in good working order.

*** Know the personnel resources that are available to you as a State Government employee.** Find out about your options under the Family and Medical Leave Act. Use the services of the Kentucky Employee Assistance Program to learn more about caring for yourself and caring for your loved one.

If you need help in dealing with eldercare or other work/life problems, please call KEAP at (502) 564-5788 or 1-800-445-5327.

Editor's Note:

Help is also available for older Kentuckians and their families through the Office of Aging Services in the Cabinet for Health and Family Services. For information, call the Office of Aging Services at (502) 564-6930 or visit the agency's Web site at <http://www.chs.ky.gov/aging/>.

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Director for NCAA Marketing and as a Commissioner and Director for the Lexington-Fayette Urban County Government.

In 2003, Ramsey was hired as Executive Vice President of Community Venture Corporation (CVC), where he focused on ways to improve the quality of life for urban and rural residents throughout central and northern Kentucky.

Ramsey and his wife, Linnea, live in Georgetown. They have two children.



COMMISSIONER RAMSEY

Question: Where were you born, and what was your family life like growing up?

Commissioner Ramsey: I was born in the agricultural community of Hastings, Fla. Hastings is a small town situated about 12 miles west of St. Augustine, Fla. (the oldest U.S. city with such attractions as The Fountain of Youth, Castillo De Marco, the Old Fort, and Ripley's Believe It or Not).

The major crops grown in my hometown were potatoes and cabbage. My family was comprised of my dad and mom and four other siblings. My sister is the oldest, and the other four are boys. All the boys worked in the fields picking potatoes and cabbage when they were in season, while my sister never participated in the rigors of farm-work. She kept the house, cleaned, and cooked the meals while my parents were off working.

The bottom line is, our family life was simple and everyone believed in hard work, going to school and getting an education, being courteous to our elders, and attending church services every Sunday. We were all expected to play sports, graduate, and go on to college. We won state football and basketball championships my junior and senior years, and I was a starter both years. This feat would seem impossible today in that there were only 23 students in my high school graduating class, and nine of those were girls.

As a kid, what did you want to be when you grew up?

I've always been interested in getting the best job possible. So it's only logical that when I was growing up and had to pick potatoes by hand, my ultimate idea of success was driving the tractor so I didn't have to pick potatoes. The bottom line is that I think it's all relative. I was almost an adult before I left my hometown; therefore, you can only dream that which you know. There was very little television and radio in my world when I was growing up.

What was the transition like from the military to the business world and then on to city and state government?

The transition for me was very easy. I believe the military offers its members an opportunity to lead at an early age and from that, develop management skills that are useful no matter what occupation those members choose. Another reason the transition was easy for me is that I wanted to experience challenges other than the military. Therefore, I took the first opportunity for retirement without hesitation. I enjoy meeting new people, taking on new and bigger challenges, and most importantly, making a difference. You can plan all day; but, if you don't execute/implement the plan, you have just wasted everyone's time and energy.

What's your most interesting military story?

As an Air Force IG Inspector, I had the opportunity to travel from California to England, Spain, Italy, Germany, Spain, Turkey, Greece, Belgium and return to California within a two-week period. I guess you could imagine how tiresome of an experience this was. There were a number of occasions where I embarked on trips such as this.

What do you like best about working in the Department of Personnel?

The people. They are professional, dedicated, and loyal with the goal of supporting the employees of the state as their top priority.

What is the philosophy you bring to your job as Personnel Commissioner?

My goal as Commissioner is simple – as employees in state government, we work for the people of Kentucky. As employees in the Department of Personnel, our job is to take care of state government employees. We should always do what best helps the people we are here to serve. As long as we stay true to that philosophy, we will excel in everything we do.

What other areas of state government would you like to learn about?

I think every state employee – including myself – should be interested in learning about as many aspects of state government as possible. The more we know about state government as a whole, the more effective we can all be as state government employees.

Long after you've retired, what do you hope people will remember you for?

I hope people will remember me for just a few simple things – being a man of integrity, a man of honesty, and a man who did everything he could to help others.

EDUCATION BRIEFS

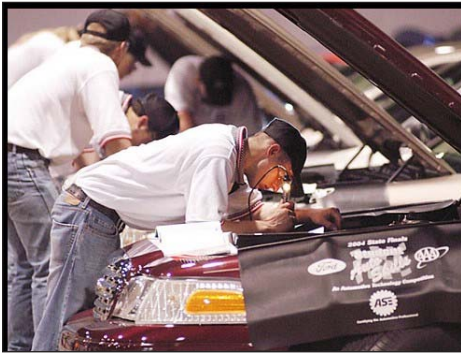


PHOTO SUBMITTED

TECHNICAL SCHOOLS REIGN IN COMPETITION

Three state-run secondary area technology centers (ATCs) recently swept first, second and third place in the 2004 State Ford (Motor Company) / AAA Auto Skills Contest in Lexington.

Ten two-member student teams from different schools competed in the event. The schools were chosen based upon the 10 highest scores on an Automotive Service Excellence-style test.

This year's competition, an exercise in automotive troubleshooting, was extremely competitive, said Todd Nickens, Department for Technical Education academic consultant for transportation programs.

The team from J.D Patton ATC in Kenton County placed first. Team members James Arrowood and Jared Habermehl along with J.D. Patton instructor Dave Shelton are eligible to compete in the national Ford/AAA Auto Skills Contest in Dearborn, Mich. in June.

Second place went to Harrodsburg ATC students Brandon Yocum and Brett Yost, taught by Harrodsburg ATC instructor Roc Moore.

Meade County ATC students Andrew Youart and Harley Jupin, instructed by Donald Dix, captured third place. Meade County ATC students also received the award for highest score on a written automotive test.



PHOTO SUBMITTED

Claude Gross, a Breathitt County Area Technology Center (ATC) carpentry instructor, holds his and his carpentry program's most recent national site and teacher certifications.

TECHNICAL EDUCATION INSTRUCTOR, PROGRAM NATIONALLY CERTIFIED

Claude Gross, a Breathitt County Area Technology Center (ATC) carpentry instructor, has become the first teacher in the Department for Technical Education school system to have his carpentry program certified by two national organizations.

Gross and his school's carpentry program recently completed the National Center for Construction Education and Research teacher and site certifications, which are sponsored by the Associated Builders and Contractors of Kentuckiana.

Gross' first national program certification was in March 2000 by the Associated General Contractors.

"I am proud that our program was able to meet all the necessary standards that are required by two different organizations to achieve and maintain national certification," Gross said. "It has always been a major goal of mine to get and keep industry involvement in our program because in the end the way that industry views our programs and the support we get from them helps

determine our success."

In 2001, Gross was named the Associated General Contractors National Teacher of the Year.

Breathitt County ATC is one of 53 area technology centers administered by the Department for Technical Education.



PHOTO SUBMITTED

Madison County ATC Principal Doug West, left, receives the Richmond Chamber of Commerce Education Award from Kevin Hub, associate personnel director of the Madison County School District.

MADISON PRINCIPAL RECEIVES AWARD

Madison County Area Technology Center (ATC) Principal Doug West recently received the Richmond Chamber of Commerce's 2004 Education Award.

Each year the chamber recognizes an individual who has made an outstanding contribution to the community through education. The award is presented to a person who "performs a key function in providing an opportunity for the youth of today to become the leaders of tomorrow."

West was nominated by Kevin Hub, associate personnel director of the Madison County school district.

Madison County ATC is one of 53 area technology centers administered by the Department for Technical Education.

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FREE TIME

FISH AND WILDLIFE OFFERS FUN FOR THE ENTIRE FAMILY

WALKERS WELCOME

More people are discovering the health benefits of a rigorous walk. Now more people are visiting the campus of the Kentucky Department of Fish and Wildlife Resources (also known as the Game Farm) for a pleasant walk or run around the lakes. The lake loop is 1-mile long and is on a paved road for all but a short section. Walkers enjoy the safety of security patrols through the area and the opportunity to watch ducks and geese on the lakes. Many state employees visit the grounds during lunch hour for a quick walk around.

The department's headquarters and the Salato Center are located off U.S. 60, two miles west of the U.S. 127 interchange. The lakeside road is open to visitors seven days a week during daylight hours. The Salato Center is closed on Mondays and some state holidays. Summer hours at the center are 9 a.m. to 5:30 p.m. Tuesday-Friday; 10 a.m. to 6 p.m. Saturday; and 1 to 6 p.m. Sunday.

WATCHABLE WILDLIFE

A statewide initiative is keying on Watchable Wildlife trails across Kentucky.

This Web site (<http://www.thinkwest-kentucky.com/wildlife-trails/>) features over 37 trails covering over 200 wildlife viewing areas and birdwatching trails across the Commonwealth from the John James Audubon State Park and Land Between the Lakes in far western Kentucky to the Red River Gorge in eastern Kentucky.

Order your own 120-page Kentucky Watchable Wildlife and

Birding Trails Brochure and discover the best spots for viewing wildlife and bird watching in the state.

To order, email us your name and mailing address or call (270) 781-6858.

(There may be a small fee for postage.)



GO WILD WITH NATURE PLATES!

One of Kentucky's wildest places includes your vehicle bumper. The Kentucky nature license plates feature the cardinal on the Kentucky Coffee Tree, the bobcat or the butterfly.

The five-year license plates are available from your county court clerk's office and they cost \$10 above the cost of the regular plate, plus registration. When you normally renew your license plate (on your birth month), simply request the nature plate instead of the standard issue.

How does the nature plate serve wildlife and you? The Kentucky Heritage Land Conservation Fund Board receives \$10 from each plate sold. This revenue purchases and manages land from willing sellers for One of Kentucky's wildest places includes your vehicle bumper. The Kentucky nature license plates feature the cardinal on the Kentucky Coffee Tree, the bobcat or the butterfly.

The five-year license plates are available from your county court clerk's office and they cost \$10 above the cost of the regular plate, plus registration.

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CAMPBELL HONORED AT LEADERSHIP CONFERENCE



Faye Campbell, principal of the Meade County ATC, was named Secondary Advisor of the Year at the state's SkillsUSA-VICA Leadership Conference and Skills Championships in April.

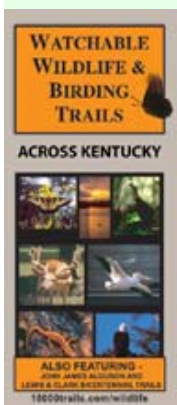
Campbell has been principal of the ATC since 1991. Before she was principal, she had taught math, English and reading since beginning her career at the center in 1978. She has assisted with the activities of SkillsUSA-VICA (formerly known as Vocational Industrial Clubs of America) since she's been with the school.

CLICK NAMED OUTSTANDING ADVISOR



Frances Click, a Lee County ATC instructor, was named Outstanding HOSA Secondary Advisor during the state's Health Occupations Students of America (HOSA) Leadership Conference in March.

Click, a registered nurse with a master's degree in health education, has been a health sciences instructor at the school for 12 years. She has also been a county coordinator for Hospice, as well as a home health nurse at the Frontier Nursing Service in Hyden and for local county health departments.



NAME THE NEWSLETTER CONTEST

What's in a name?

If you could ask Shakespeare, he would tell you. There's a lot in a name.

Because of that, staff of the Department of Personnel believes it's time for a name change for this publication.

For a number of years, state government employees have come to know this newsletter as the *Commonwealth Communiqué*. The newsletter has gone through a lot of changes in these years, but one thing has remained the same -- the name.

Now, we think it's time for a new name as well.

Along with that name, we are in the process of giving the Communiqué a new look. We want

COMMONWEALTH COMMUNIQUE

this publication to appeal to all of its readers. And at the same time, we want it to be a publication that state government employees can be proud of.

Over the next several issues of the *Communiqué*, you will see several changes. We are working to improve not only the look of the newsletter, but the content as well.

During that time, we want you, the state employee, to help us rename this newsletter. With a fresh new look and a fresh new name, this newsletter will be well on its way to being a new and improved

publication, reflecting the newness of the administration it represents.

If you have an idea for a new name for this newsletter, please send us an email at jodim.whitaker@ky.gov and let us know. Please also include your name and the agency where you work, as well as a phone number where you can be reached.

The deadline for submissions is July 31.

If an employee's idea is chosen as the newsletter's new name, that employee will receive a weekend stay in one of Kentucky's fine state park lodges.

So get your thinking caps on, and let us know your ideas.

Thanks in advance for your ideas and support.

CALENDAR OF EVENTS



June

June 1-25: Youth Riding program classes, Kentucky Horse Park, Lexington (See horsepark.htm)

June 20-26: Adopt-A-Highway annual Summer Scrub cleanup, statewide. Volunteers pick up litter and debris on their adopted roadway.

June 25-July 3: The Bourbon County Fair, held in Paris, is one of the oldest county agriculture fairs in the state. g9scott@aol.com. (888) 987-3205.

June 30-July 4: Silverama Arabian horse regional championships,

Kentucky Horse Park, Lexington (See horsepark.htm)

June 25-July 4: Freedom Fest 2004. Come celebrate our nation's birth in Murray! www.murray-tourism.org/events.html
tourism@murray-ky.net
(270) 759-2199

June 28-July 3: Blackberry Festival, Main Street, Carlisle.

Annual event, including rides, food, entertainment, music, fireworks, parade. (859) 289-2384

June 20-July 10: Sherlock's Secret Life, Danville Pioneer Playhouse, 840 Stanford Rd., Danville. The world's shrewdest detective and his astute sidekick, Watson, fall in love...with the same woman!
www.pioneerplayhouse.com
pioneer@mis.net. (859) 236-2747.

June 30-July 4: Silverama Arabian Championships, Kentucky Horse Park, Lexington. The park's largest Arabian show with performance,

halter, native costume, driving and show hack classes. Information: cindyc@infinet.com



July

July 1: Entries due for the 100th Kentucky State Fair (See kystatefair.org)

July 4: Independence Day

July 5: Independence Day holiday

July 1-Sept. 18: For the Table: A Collaborative of Craft and Cuisine, Louisville's Kentucky Museum of Art & Design, 715 West Main Street.

Food and functional crafts blend together to make the dining experience something special.

Information: www.KentuckyArts.org or (502) 589-0102.